

## Satisfaction and Motivation of General Physicians toward Their Career

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### Abstract

**Background:** Human resource in health system especially in developing countries has main role in health promotion. Therefore their satisfaction and motivation are the key points in developing health system.

**Objective:** To determine the motivation and satisfaction of general physicians (GP) towards their career.

**Methods:** Using random sampling, 150 physicians were selected from comprehension commercial database list. Data were collected using a self-administered questionnaire that consisted of three sections; first demographic data, second work satisfaction and third questions toward biologic, dependent and growth motivation. Data were analyzed by SPSS version 16 with  $P < 0.05$ .

**Results:** From participants 64.7% of physicians were in age between 30-40 years and 27.3% were men. Only 5.3% of physicians who were employed for over 10 years were satisfied from their career. Satisfaction of career among female and male physicians was 8% and 24% respectively. The item of job safety sensation in biologic motivation had maximum scale ( $4.1 \pm 0.89$ ). In dependent and growth motivations, value success sensation in job ( $4 \pm 0.88$ ) and make new skills and knowledge ( $4 \pm 0.67$ ) had maximum scale of mean. Relation of growth motivators with age ( $P < 0.01$ ), postgraduate duration ( $P < 0.005$ ) was significant. Dependent motivators had significant relation with age ( $P < 0.04$ ), postgraduate duration ( $P < 0.01$ ) and employment duration ( $P < 0.002$ ). Biological motivators had significant relation with sex ( $P < 0.4$ ) and satisfaction of work hours ( $P < 0.007$ ). Correlation of biological ( $r = 0.44$ ,  $P < 0.001$ ) and growth ( $r = 0.7$ ,  $P < 0.001$ ) motivators was significant.

**Conclusion:** Growth motivators score had higher ranking than other motivators. However, biological motivators especially job security and finance were also important and must be noticed from decision makers.

**Keywords:** satisfaction, motivation, general physicians

### 1. Introduction

Motivation is a process of arousing and sustaining goal-directed behavior induced by the expectation of satisfying individual needs. An employee's performance typically is influenced by motivation, ability and the work environment. Knowing how and why to motivate employees is an important managerial skill.

Change and the sustainability of change, depend on human qualities rather than on the quality of equipment or the quantity of money available. Improvements in health services require a motivated workforce to implement them and to ensure their survival during difficult times (MacLachlan & Carr, 1993; Freiderike, 2009). The theories of motivation are generally categorized into two groups: content theories and process theories. Content theories focus primary on individual needs, attempting to explain the factors within a person that energize and stop behavior. They address the question "what factors motivate people?"

Examples of content theories are Maslows hierarchy of needs theory (Scott- Myers, 1964). Alderfer's ERG theory (Alderfer, 1972), Herzberg's two-factor theory (Herzberg et al., 1959) and McClelland's needs theory (McClelland, 1961).

Process theories focus on why and how of motivation investigating formally into the thinking process through